

GENERAL PAY INCREASE FREQUENTLY ASKED QUESTIONS

2023-2024 SCHOOL YEAR

1. What is my current pay rate? Where can I find this information?

Pay information is available through Frontline My Service Center under My Pay Information. Please refer to the Compensation Pay Notice Instructions for further assistance.

2. How do I determine my General Pay Increase?

In 2023-24, the General Pay Increase (GPI) will be 4% for hourly employees and 3% for salaried employees. The percentage of increase will be based on your current base hourly rate or daily rate. Teachers who have less than 5 years' experience are slated to receive a 4% pay increase. Teachers with more than five years of experience will make an additional .25% every year with an up to 9% increase for educators with 25 years or more of experience.

Non-exempt employees will experience a pay increase that considers the new minimum rate of \$16.50, and the greater of a general pay increase of 4% or additional pay for related years of experience (accumulated inside and outside the District). The percentage of your increase will be a minimum of 4%, the total amount being the greater of any one of these factors.

3. I am currently making less than the approved living wage of \$16.50 per hour, am I entitled to the hourly increase of \$16.50, a 4% raise, and additional pay for my year of experience?

Anyone receiving below \$16.50 an hour, will receive the greater of a 4% increase, an increase to the new living wage of \$16.50, or an adjustment considering years of experience, whichever is higher.

EXAMPLE: Assuming your current hourly rate is \$16.00:

- a. 4.0% of your current rate is $\$16.00 \times 0.04 = \0.64
- b. $\$0.64$ will be added to your hourly rate of $\$16.00 = \16.64
- c. If you have one additional year of experience, an additional amount of \$.15 will be added to the Entry rate of \$16.50, totaling \$16.65. This amount is higher than the 4% general pay increase to \$16.64. Your 2023-24 hourly rate will be \$16.65.
- d. This is a total increase of \$0.65 per hour or 4.1% increase based on your current hourly rate: $[\$16.65 - \$16.00 = \$0.65 / \$16.00 = .0406 (4.01\%)]$

4. How will my Hourly Rate be determined for my Years of Experience?

We differentiate Years of Experience by providing a *Compression Adjustment*. A pay compression adjustment is added to the entry rate of the pay grade range to differentiate pay for years of experience.

The District will consider your related years of experience which has been previously submitted and validated through either an official service record or experience affidavit. Related years of experience is defined as previous work history that is similar to your current job. You will be given credit for each completed year of full-time related experience. To meet this eligibility, you must complete at least 90 days of your workday calendar for each school year.

You may validate your years of related experience by accessing Frontline My Service Center under My Employment Records and My Years of Experience (Experience for Pay). Please refer to the Compensation Pay Notice Instructions document for further instructions.

5. I am a salaried employee on the Exempt Midpoint Table, how will my increase be determined?

EXAMPLE: Assuming your current Daily Rate is \$302.00:

- a. 3.0% of your current Daily Rate is $\$302.00 \times 0.03$ (3.0%) = \$9.06
- b. \$9.06 will be added to your daily rate of \$302.00 = \$311.06
- c. This is a total increase of \$9.06 daily or a 3.0% increase based on your current daily rate: $[\$311.06 - \$302.00 = \$9.06 / \$302.00 = 0.03$ (3.0%)]

6. I am a salaried employee, and my pay grade is on the Exempt Midpoint Table, will I receive a compression adjustment?

Salaried employees will not see an additional increase for compression. Salaries for Employees whose pay grade is on the Exempt Midpoint Table are determined by their comparator group with similar years of related experience. A comparator group is an internal peer group of employees who are in the same job and classification pay level.

7. When are we receiving a new compensation notice to reflect our salary?

Compensation Notices will be made available at the beginning of the school year within Frontline My Service Center. In early Fall, the District will send out a reminder to all Employees to remind them to access, view, and acknowledge their new pay information for the New School Year. Employees may also access their pay information throughout the year.

8. Will I see the increase on my check in July or August?

The general pay increase will be applied to the first check of the new school year for each employee based on their contract start date as reflected on their specific [Workday Calendar](#).

9. I do not feel that my pay is correct, who can help me (Years of experience)?

Employees may submit a help ticket within Frontline My Service Center to seek assistance on resolving discrepancies. For further assistance on how to submit a ticket, Employees may refer to the Compensation Pay Notice Instructions document.

In the event it is discovered that not all experience information was provided within 3 months of hire, an official service record or a revised experience affidavit (if applicable) must be submitted. Human Capital Management will review revised information and will update the system of record to capture the additional years of experience; *there will not be a retro-active adjustment to pay*. However, future pay actions will consider the updated years of experience. To receive credit for prior work experience, years of experience must be verified. Please refer to the Compensation Resource Manual for more information.